

Dept. of DHS-Cherokee (407) Facts – FY '12

www.dhs.state.ia.us/



General Information

Address: Cherokee Mental Health Institute
1251 West Cedar Loop
Cherokee, IA 51012

Workforce Data

(unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 166	# PT EEs: 2	# Temporary EEs: 12	Average Length of Service: 13.80
---------------	-------------	---------------------	----------------------------------

Span of Control: 11.00	Total Unemployment Insurance Claims: N/A
------------------------	------------------------------------------

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	64	<25	0	45-54	8	# of Females:	120	# of Males:	46
25-34	19	55-64	50	25-34	0	55-64	5	% of WF:	72.29%	% of WF:	27.71%
35-44	29	65+	2	35-44	2	65+	0	Average Age:	48.88	Average Age:	49.21
Employee Average Age: 48.97				Supervisor Average Age: 51.13				Average Length of Service: 14.07		Average Length of Service: 13.11	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	1	# of Non-minorities:	164	# African-American:	0	# of "did not respond":	1
% of Workforce:	0.60%	% of Workforce:	98.80%	# Asian/Pacific Island:	0	% of Workforce:	0.60%
Average Age:	56.15	Average Age:	48.93	# Am. Indian/Alaskan:	1	Average Age:	48.61
Average Length of Service:	5.26	Average Length of Service:	13.90	# Hispanic or Latino:	0	Average Length of Service:	7.04

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	3	# of Persons With No Disabilities:	148	# of "did not respond":	15
% of Workforce:	1.81%	% of Workforce:	89.16%	% of Workforce:	9.04%
Average Age:	39.14	Average Age:	48.85	Average Age:	52.17
Average Length of Service:	17.46	Average Length of Service:	13.03	Average Length of Service:	20.73

Officials/Administrators EEO Category 1: 8	Professionals EEO Category 2: 45	Technicians EEO Category 3: 16	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 14	Skilled Craft EEO Category 7: 20	Service/Maintenance EEO Category 8: 63

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 25	Transfer In: N/A
Retirements: 4	All Terminations: 2	Voluntary Quits: 3	Transfer Out: N/A

# of Classes Used: 59	Most Populous Classes: Resident Treatment Worker (40), Registered Nurse (18), Licensed Practical Nurse (9)		
Separations - By Class:	Registered Nurse (3), Resident Treatment Worker (2), 4 classes with 1 incumbent each		
# Eligible for Retirement:	47 in next 5 years	% Eligible: 28.31%	

Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$60,991.82	Sick Leave Payouts: \$7,462.46	Annual Payroll: \$8,664,022.20	Avg. Base Salary: \$49,787.68	Overtime Days Worked: 331.5
Overtime Cost: \$126,292.47	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$639,622.89	Vacation Days Earned: 3,267.8	Vacation Used Expense: \$594,051.96	Vacation Days Taken: 3,017.4	
Sick Leave Days Earned: 2,656.5	Reg. Sick Leave Used Expense: \$261,236.04	Reg. Sick Leave Days Used: 1,334.3	Converted Sick Leave To Vacation Days Used: 201.5	
Sick Leave -Earned Value: \$490,194.00		Avg. Sick Leave Days Per EE: 8.04	Converted Sick Leave To Vacation Used Expense: \$41,350.36	
Injury Leave Used Expense: \$11,406.80	Injury Leave Days Used: 52.5	Classification Appeals: N/A	Reclassifications Up (Filled): 4 Up (Vacant): 2 Down (Filled): 1 Down (Vacant): 1 Lateral (Filled): 3 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$15,235.28	Grievances Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012